

INSPECTOR GENERAL

76-0985

15 APR 1976

MEMORANDUM FOR: Director of Personnel

SUBJECT : Revised and Expanded Staffing
Complement for the Office
of the Inspector General

REFERENCE : Your Memo, 12 April 1976

1. The referenced memo provides a satisfactory basis for the Inspection Staff of the Office of the Inspector General to operate under for the next thirty months or so. I wish to express my appreciation to PMCD for a workman-like job.

2. There are, however, a few comments I would like to offer, for the record, in anticipation of a relook at the Inspection Staff by PMCD sometime in the future. I personally feel, based admittedly on a rather superficial look at other, possible comparable groups in this Agency, and at Inspector General functions elsewhere, that only the State Inspection system is really comparable to ours. I note for the record that States' IG positions are at least as highly graded as ours and my impression is that States' current audit will result in little if any lowering of their average position grade. I feel that one large gap in the PMCD paper is your continued determination to resist a real comparison with the State inspection operation. Those whom you have offered for comparison I don't feel are really comparable in function, duties and responsibilities.

3. I feel that there is another important omission and that is our concept of not providing, generally, a career for individuals assigned to the Inspection Staff, but rather to view them as three year assignments. Thus, while I would agree that under different arrangements a capable GS-14 with growth potential could satisfy our needs, we aren't apt to be assigned such individuals. My experience in two approaches to the Deputy Directors for nominees for the Inspection Staff is that they tend to suggest mature, capable, experienced individuals, largely at the height of

their career, usually at the GS-15 or GS-16 level. In any case, nominees at GS-14 have suffered by comparison. As long as this IG concept of filling Inspector vacancies persists, I question whether many GS-14's which might be nominated would fill our needs.

4. In looking at the final IG inspection report, I would agree that the Team Captain's responsibilities are major, but the team does function in a collegial manner, each individual does a certain amount of independent research, and the final product is everyone's responsibility. To me this emphasizes the point that there can be no weak link in our inspection study. And I emphasize that the product goes either to one of the DDs or the DCI or both, so the recipient level is very high.

5. Despite these comments I feel no hesitation in accepting the PMCD report as a basis for the current expansion of the Inspection Staff. As I believe you understand, we are already somewhat over in GS-15 assignees and thus three of the five GS-14 vacancies will have to be on a PRA basis. The only vacancy left among the proposed Inspections is the one I have been holding open for a minority or female candidate, which probably will be handled on a contract basis at the equivalent of a GS-13 or 14 level.

Donald F. Chamberlain
Inspector General